
Emma Tolley
Psychometric Specialist

Discover, Develop & Grow with our market defining Dynamics platform.

Lead Talent's powerful and comprehensive range of psychometric assessments empower you in both your recruitment and L&D decision making. Interpreted and delivered with practical advice for intelligent decision making.





Emma's Expertise

Emma's experience and skills in interpreting Talent Dynamics is underpinned by 25 years of shaping careers and placing talent at the 'Top Table' of some of the most exciting and dynamic SMEs in the UK. Recruiting throughout the decades and always evolving with the constantly changing talent landscape.

This passion for shaping careers has evolved into an obsession into the power of what psychometric assessments can do for organisations when discovering, developing and growing their people. Emma's expertise now centres on the management of our powerful psychometric soft skills platform, Talent Dynamics. A platform which empowers organisations to identify, recruit, retain and develop individuals, teams and future leaders by unlocking their true potential and predicting future career success.

Coupled with Emma's extensive recruitment experience, the last 8 years has seen Emma work with various psychometric providers, seeing the vital part they play in discovering, developing and growing both teams and individuals. It's now with great pride Emma is heading up Lead Talent's Personality / Ability / Situational Judgement offerings. Lead Talent Dynamics lead the market in their insight, offerings and flexibility. As a qualified practitioner Emma is here to identify, implement and interpret the right psychometric assessments, ensuring a practical and flexible solution and removing the overcomplicated technical jargon so often found in this space.

Emma's Skills

CIM Marketing
REC Diploma in Recruitment Practice's
Psychometric Qualified Practitioner

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Tailored For You

Operating within a people-focused management consultancy, Emma understand intimately the challenges facing organisations and our carefully designed assessments have been scientifically researched, developed and validated over a 30+ year period to enable you to tackle the important 'people' issues at the top of everyone's boardroom agenda including:

- 1. Recruitment:** To tackle the talent shortage by expanding your pool of talent, and identifying those individuals with transferable soft skills.
- 2. Diversity & Inclusion:** To identify the right candidates with zero unconscious bias.
- 3. Interviews:** Powering up your interviews by providing structured, efficient, insight-driven reports that help unlock the true candidate within.
- 4. Onboarding:** Intelligent, tailored onboarding plans that drive retention and capitalise on candidate strengths and development areas driving performance at pace.
- 5. People Development & Retention:** helping you build high-performing teams who together deliver against your growth plans.

In our clients words:

"We desperately needed to rethink and reshape our hiring strategy in 2022. LT Dynamics assessment were the perfect answer. We were able to personalise the assessments to capture our company tone and ensure applicants matched our company values.

In the last 12 months we have smarter hiring decision making, along with upward jumps in our retention and employee engagement rates. The depth of these assessments go beyond recruitment and selection, from onboarding, personal development planning and leadership talent spotting."

Simon HR Director, Healthcare